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# ***NSPS Town Hall Meeting***



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# ***Why We're Here Today***

- ❖ Series of Town Hall Meetings – Hosted by DoD leadership at all organizational levels
- ❖ Provides an opportunity to meet with DoD workforce share enthusiasm for NSPS
- ❖ Demonstrate leadership commitment to NSPS design process – openness and transparency
- ❖ Recap events that led to where we are today
- ❖ Provide information on what's ahead



# ***NSPS Background***

- ❖ FY 04 NDAA signed in November 2003
- ❖ Grant SecDef & Director, OPM, authority to establish DoD HR System, Labor Relations and Appeals & Grievance Process
- ❖ NSPS Program Executive Office Established - April 2004
- ❖ Timelines adjusted to reflect more cautious, deliberative approach



# ***Why NSPS?***

- ❖ Current system inadequate to manage DoD civilian personnel in today's environment;
  - Hiring too slow; recruiting adversely affected
  - Outstanding performers paid the same as poor performers
  - Limited flexibility to reassign
  - Limited accountability
- ❖ NSPS needs to bring about essential change while preserving the core and enduring values of the civil service

# ***NSPS Guiding Principles - 7***

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## ***Principles***

- ❖ Provide the compass that directs our efforts
- ❖ Translate and communicate broad requirements and priorities
- ❖ Underscore Departments purpose and intent in creating NSPS
  - ❖ Put mission first – support National Security goals and strategic objectives
  - ❖ Respect the individual; protect rights guaranteed by law
  - ❖ Value talent, performance, leadership and commitment to public service
  - ❖ Be flexible, understandable, credible, responsive, executable
  - ❖ Ensure accountability at all levels
  - ❖ Balance HR interoperability with unique mission requirements
  - ❖ Be competitive and cost effective



# Big Picture

## NSPS

### No Change from Title 5:

- Merit system principles
- Rules against prohibited personnel practices
- Benefits
- Allowances and travel/subsistence expenses
- Training
- Leave and work schedules
- Other personnel systems in law
- Current Lab Demos until FY 08
- Anti-discrimination laws

### HR Considerations:

- Pay Banding (GS/WG)
- Staffing (internal/external)
- Reduction in force
- Pay for Performance
- Labor relations
- Employee Appeals

### NDAAs Provisions Implemented

- VERA/VSIP authority
- Reemployed Annuitants
- Experts

### Planned

- SES performance system

### Continuing Responsibility for Component Policy and Execution:

- |                                   |   |             |
|-----------------------------------|---|-------------|
| - Human resource management tools | - Leader Development                      | - Support   |
| - Work life programs diversity    | - Mobilization and deployment             | - Workforce |
| - Reorganization planning         |   | -           |
| - Career management               | - Workforce planning/Strategic recruiting |             |



# *Civil Service Merit Principles*

- ❖ Recruit qualified individuals from all segments of society; select and advance employees on the basis of merit after fair and open competition.
- ❖ Treat employees and applicants fairly and equitably without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapping condition. Do not violate their privacy or constitutional rights.
- ❖ Provide equal pay for substantially equal work; reward excellent performance.
- ❖ Maintain high standards of integrity, conduct, and concern for the public interest.
- ❖ Use the workforce effectively and efficiently.
- ❖ Retain employees on the basis of his/her performance. Separate employees who cannot improve their performance to meet required standards.
- ❖ Educate and train employees when it will result in better organizational or individual performance.
- ❖ Protect employees from arbitrary action, improper political influence, and personal favoritism.
- ❖ Protect employees against reprisal for lawful disclosures of information in "whistleblower" situations like when the employee reasonably believes there is illegal activity, gross waste of funds, abuse of authority, substantial danger to public health or safety.



## ***Civil Service Prohibited Personnel Practices***

- ❖ Don't DISCRIMINATE on the basis of race, color, religion, sex, national origin, age, handicapping condition, marital status, or political affiliation.
- ❖ Don't SOLICIT OR CONSIDER employment recommendations based on factors other than personal knowledge or records of job-related abilities or characteristics.
- ❖ Don't COERCE the political activity of any person.
- ❖ Don't DECEIVE OR WILLFULLY OBSTRUCT any person's right to compete for employment.
- ❖ Don't INFLUENCE any person to withdraw from competition for any position in order to improve or injure the employment prospects of any other person.
- ❖ Don't GIVE UNAUTHORIZED PREFERENCE OR ADVANTAGE to any person to improve or injure the employment prospects of any particular employee or applicant.
- ❖ Don't ENGAGE IN NEPOTISM. (I.e., as a public official, do not hire, promote or advocate the hiring or promotion of relatives within your agency.)
- ❖ Don't THREATEN OR RETALIATE against employees or applicants who exercise their appeal rights or who disclose "whistleblower" information to an agency Inspector General or the Special Counsel, or Executive Order - in other channels.
- ❖ Don't DISCRIMINATE based on personal conduct that is not adverse to the job performance of the employee, applicant, or others.
- ❖ Don't VIOLATE or recommend violation of a veterans' preference requirement.
- ❖ Don't VIOLATE any law, rule, or regulation that implements or directly concerns the Merit system principles.

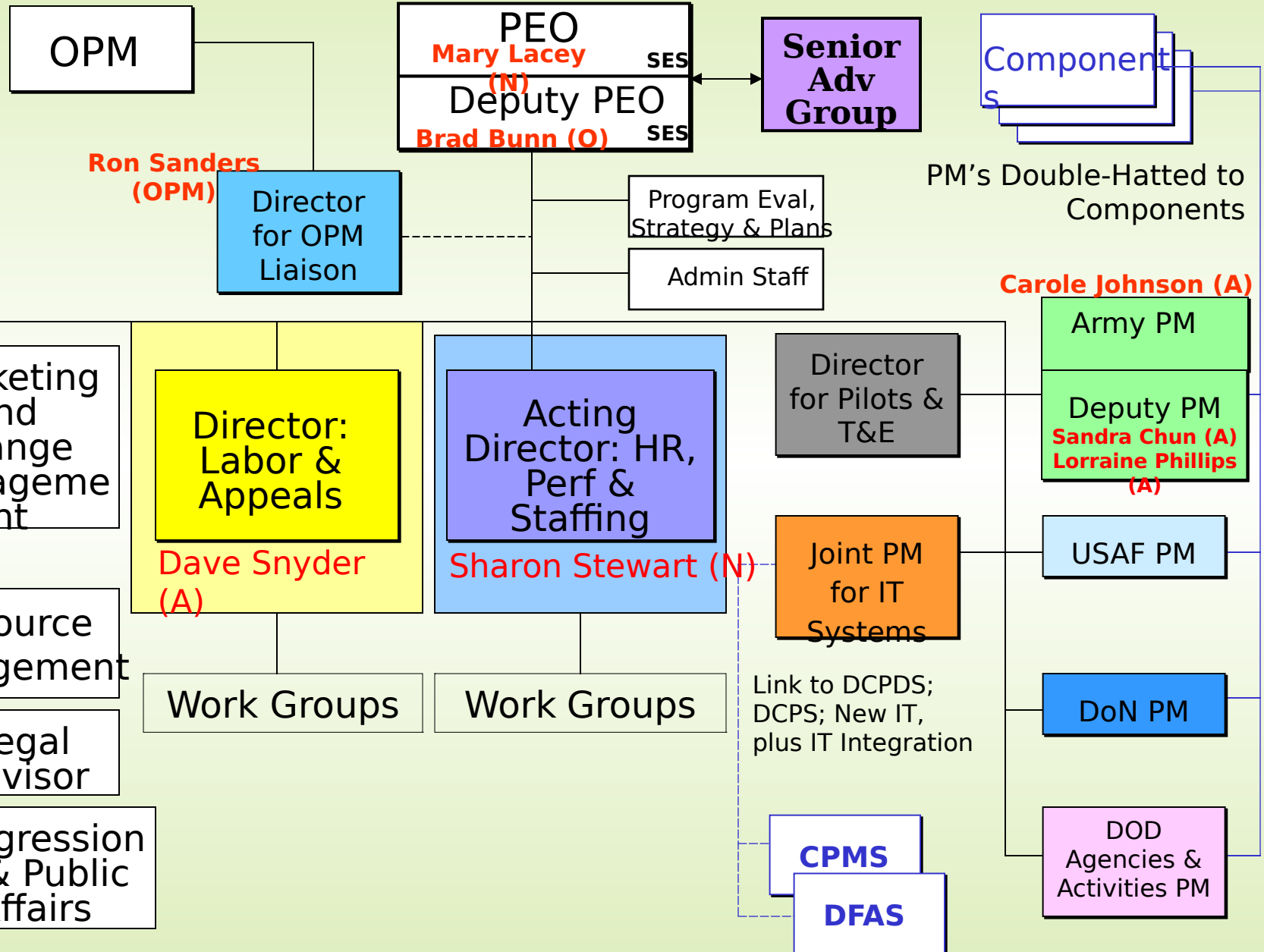




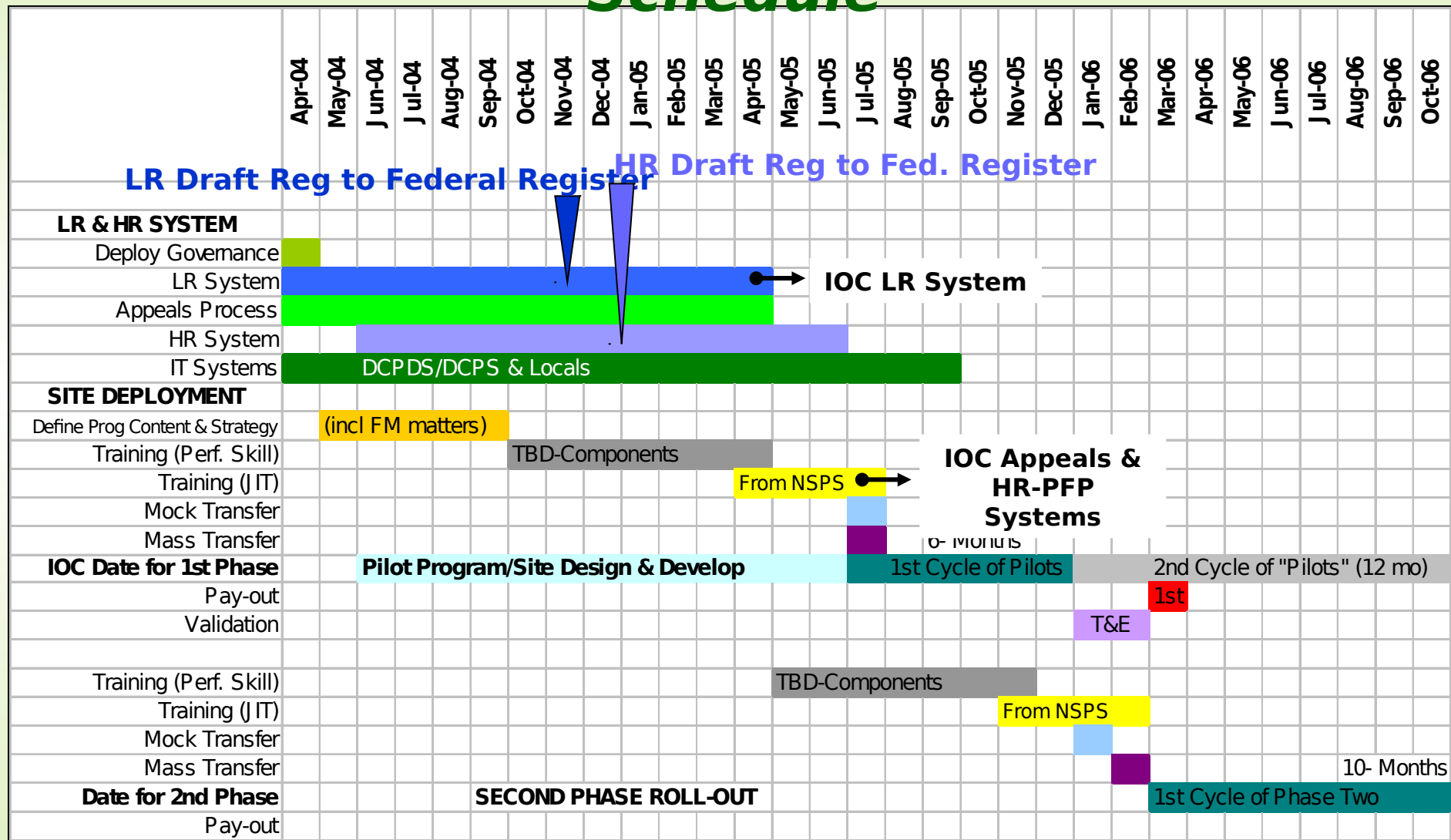
# ***NSPS Current Status***

- ❖ PEO and Component Project Manager structure in place
- ❖ NSPS design and implementation process underway
- ❖ NSPS Focus Group analysis provided to Working Groups
- ❖ Involvement of key stakeholders on going
- ❖ Event driven milestones – phased implementation beginning with Spiral One in July 2005
- ❖ Criteria for Spiral One participation finalized – Component nominations under consideration

# Functional NSPS PEO Organization



# Notional Monthly Spiral Implementation Schedule





# ***Labor Relations***

- ❖ Four joint sessions with union leaders & management  
held June 7, June 29, August 25-26, and September 10
- ❖ Mr. Abell, OSD, and Mr. Nesterczuk, OPM, co-chairs
- ❖ Senior Mediator with FMCS facilitated session
- ❖ Series of meetings to obtain union input into the design of NSPS
- ❖ Consultations will continue through September

# ***NSPS Focus Groups***

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- ❖ Sponsored by PEO; provide a means of obtaining stakeholder input and comments about NSPS elements
- ❖ Component NSPS Program offices identified locations and organized the sessions
- ❖ Separate Focus Group sessions for:
  - Employees
  - Civilian & Military Supervisors/managers
  - HR, Legal, and EEO Staff
- ❖ Common framework used with trained facilitators leading all sessions
- ❖ Random selection methods; 35 Focus Groups were conducted by the Army in mid-July
- ❖ Input provided to NSPS Working Groups for their use as they work on crafting labor relations, appeals and human resources design elements of NSPS



# ***NSPS Working Groups***

- ❖ DoD components identified HR subject matter experts, EEO and line managers to serve on Working Groups
- ❖ DoD General Counsel and OPM and Office of Management and Budget are participating
- ❖ Working Groups will take input from variety of sources, e.g. town hall meetings, focus groups, union leadership meetings, alternative personnel systems & demos; NSPS statute; earlier studies and working groups
- ❖ 6 Working Groups established:
  - Compensation
  - Performance Management
  - Workforce Hiring, Assignment, Pay Administration and Shaping
  - Employee Engagement
  - Labor Relations



# *Communications*

- ❖ NSPS WebSite is one of the primary communications vehicles
- ❖ Central source of information about NSPS
- ❖ Designed to ensure employees have reliable, continuing source of information as system progresses
- ❖ “Contact Us” feature solicits comments
- ❖ We encourage all to visit site often, stay involved and interested informed as NSPS progresses

Websites:

“[www.cpms.osd.mil/nsps](http://www.cpms.osd.mil/nsps)” or

“[www.cpol.army.mil](http://www.cpol.army.mil)” for  
information specific to Army



# *he Way Ahead - Next 90 days*

- ❖ Consideration of Component nominees for Spiral One
- ❖ NSPS Working Groups – 27 July through 17 September
- ❖ Union meetings – sessions continue through September





# ***Key Milestones***

- ❖ Proposed regulations to be issued in Federal Register – late 2005
  - Federal Register process allows anyone to comment
  - Law prescribes official collaboration with unions following publication in Federal Register
- ❖ NSPS Spiral One - proposed for July 2005
- ❖ NSPS Spiral Two - proposed for January 2006
- ❖ Full NSPS Implementation – July 2007/2008



# ***In Conclusion***

- ❖ Open and collaborative NSPS design process is underway
- ❖ In full support of National Security goals and objectives
- ❖ Numerous opportunities to become involved
- ❖ Provides historic opportunity – presents significant challenges
- ❖ We need your support – involvement!